

I INTRODUCTION:

The Seventh Annual Australian AVP National Gathering was held at The Grange in Mt Victoria, NSW from 5.00 pm Tuesday 25th April until 2.00 pm Sunday 30th April 2000. There were delegates from all states except Tasmania. Daily numbers ranged from 15 to 28.

The first evening, Tuesday evening, was devoted to community building. On Wednesday new exercises were presented. This included a workshop on white race privilege called “Our World Turned Upside Down”. On Thursday there was a full day workshop called “Aboriginal Learning Styles”.

The Business sessions started on Thursday evening with a brainstorm of possible topics. Over the next two and a half days discussions covered such topics as: general announcements; AVP and cross cultural issues; state reports; strategies to support small groups; review of the 1999 National Gathering recommendations; the proposed structure of AVP Australia; AVP Australia issues; workshop practices; communication; business and resources. A brainstorm of shared facilitation and administration ideas was included in each session.

It was decided to have groups sharing experiences and issues before the business topics. This year the survival of small groups was identified as a particular issue.

Three features of the 2000 National Gathering were: the food prepared by Samantha and Parity (NSW-Sydney), The Grange venue and the three hour breaks each afternoon for bushwalks.

The 2000 National Gathering finished early Sunday afternoon after the presentation of the group painting to Samantha and Parity.

Throughout The Gathering a team of scribes typed up the brainstorms and minutes of the meetings. The scribes included: Katherine S (NSW-Sydney), Jim (WA), Charlotte (NSW-ACT) and Suzi (Vic).

Copies of this report will be distributed to each affiliate group and each person who attended the National Gathering. Please send any comments or amendments to Katherine S (NSW) for inclusion in the final report.

Recommended actions from the National Gathering are recorded in this report in bold and italic script and there is a summarised list of these actions in Section II.

Katherine S
AVP (NSW-Sydney)

II SUMMARY OF AGREED ACTIONS:

3.1 Ratification [no.III, p.6]

State groups were asked to discuss and ratify the decisions recommended by the 2000 National Gathering and return their responses on or before the 2001 National Gathering.

3.2 AVP Australia Partnership Proposal [no. 6.6, p.25]

Affiliate groups are asked to review the current partnership model and make recommendations either at or before the 2001 National Gathering. This model is based on the proposal distributed by AVP-WA. Suggestions were added at the 2000 National Gathering. See the full details on pgs. 19-21.

Action: John (WA), Legal Status Working Party, Affiliate Groups

3.3 Working Parties [nos.8.5 & 8-6, p.31]

3.3.1 Five working groups were nominated to examine how policies could be put into practice and bring recommendations back to the 2001 National Gathering. These are open working groups and all facilitators in Australia are invited to join these by contacting the group's co-ordinator.

Legal status	Co-ordinator John (WA)
Publicity	Co-ordinators Ian (WA), Susannah (Vic), Giri (WA)
Communication Nuts and Bolts	Co-ordinator Katherine S (NSW), Ian (WA)
New exercises	Co-ordinator Katherine S (NSW)
Overseas Activities	Co-ordinators Valerie (NSW), Ray (Vic), Rowe (NSW)

3.3.2 The Publicity Working Party will design an AVP Australia set of certificates. [no.9.2, p.34]

3.4 Care Bears [p.34]

3.4.1 The Care Bears will distribute a list to all state groups of the 2000 Care Bears with contact details for distribution to all AVP facilitators in Australia

Action: Care Bears

3.4.2 The Care Bears will also liaise with AVP (Tas) and give them information about - who the Care Bears are, what their role is and ask them to nominate a Care Bear to represent their state.

Action: Care Bears

3.5 2001 National Gathering [no.7.7, ps.29-30]

3.5.1 AVP-Qld will discuss holding the 2001 National Conference with AVP (NSW)'s The Grange as the 2nd choice of venue. The April school holidays between 13-29 April are the tentative time

Action: Jan (Qld), Malcolm (NSW), Katherine S (NSW)

3.5.2 Affiliate groups are requested to give feedback about the suitability of the venue and dates of the proposed Conference to the host state nominee **Action: Host state nominee, Affiliate Groups**

3.5.3 Affiliate groups are also requested to consider hosting the 2002 National Gathering

Action: Affiliate Groups

3.5.4 Affiliates are asked to appoint a Care Bear for the 2001 National Gathering prior to The Gathering.

Action: Affiliate Groups

3.5.5 It is recommended to minute the decisions from the 2001 National Gathering formally with pen and paper. **The** recording of the report may continue as a transcription of the Gathering posters. The Care Bears will facilitate this with the state that hosts the Gathering.

Action: Host state, Care Bears

3.5.6 It is recommended that the letter to facilitators be started at the beginning of future national gatherings to facilitate the gathering signatures **Action: Host state**

3.6 AVP International Conference 2000 [no.7.3, ps. 28-29]

3.6.1 Giri (WA) will co-ordinate the production of an AVP Australia Report representing all affiliate groups. Groups are invited to send copy to Giri for inclusion in the final report 7.3.1

Action: Giri (WA), Affiliate Groups

3.6.2 Individuals who would like to attend the 2000 International Conference are asked to submit their applications for the Conference individually. Numbers may be limited.

Action: AVP individuals

3.6.3 State groups are asked to notify John who will attend the 2000 Conference so that delegates can be recognised as official representatives from AVP Australia.

Action: John (WA), Affiliate Groups

3.6.4 Accreditation to the International Conference 7.3.2

Affiliate groups will be asked to approve an AVP Australia application for membership of AVP International. John (WA) will find out more and draft a letter from us to consider and take to our state groups. If they have problems contact John (WA) by end of June. At this time John will apply to the International Gathering

Action: John (WA), Affiliate Groups

3.6.5 Funding to the International Conference

It was agreed that we would like to be able to offer AVP International the presence of Aboriginal peoples at their 2000 Conference as the Conference has a cross cultural perspective. Individual state groups are encouraged to seek funding. Susannah (Vic) and Ray (Vic) will seek funding for David C for the International Conference

Action: AVP-Vic, Affiliate Groups

3.7 AVP Australia Newsletter

3.7.1 John (WA) was reappointed editor. Completed articles between half to one A4 page in length is requested from all affiliate groups for the four issues per year March, June, September and December [no.7.4, p.24]

Action: John (WA), Affiliate Groups

3.7.2 Each affiliate will organise the distribution of the newsletter to all AVP facilitators and the information disseminated amongst its members who don't have Internet [p.24]

Action: Affiliate Groups

3.7.3 Copies of the AVP Australia Newsletters will be lodged with the National Library [p.24]

Action: John (WA)

3.8 Egroups [7.5]

3.8.1 All members of AVP-AU and AVP-AUL are invited to put messages on AVP-AUL for discussion or submit copy (eg. meeting minutes) to Katherine S (NSW-Sydney) for distribution on AVP-AU

Action: Egroup members

3.8.2 AVP News will be created to inform "Friends of AVP" in Australia about workshop dates and AVP news

Action: Malcolm (NSW), Katherine S (NSW)

3.8.3 The buddy system to pass on messages to affiliate group members who do not have email

will continue

Action: Affiliate Group members

3.8.4 Affiliate group members are asked to check with all members of their groups about how they feel the communication channels are working for them and be proactive about getting feedback from those who have expressed concern about technology, equity etc.

Action: Care Bears

3.9 Internet Promotion

AVP Australia home page -develop with pages for each affiliate group

Action: Ian (WA), Terry (Qld), Malcolm (NSW)

3.10 Funding submissions

Graeme has offered to read over any draft submissions. Action: Graeme St (NSW-Newcastle)

3.11 Letter to other facilitators

A letter will be sent from the 2000 National Gathering to affiliate group members who did not attend the Conference

Action: Jim (WA)

3.12 Manuals [8.1]

3.12.1 NSW will send out details to all affiliate groups about cheap printing of the 4 AVP manuals and the organising kit

Action: Malcolm (NSW)

3.12.2 The copyright conditions of the HIP manual will be investigated

Action: Malcolm (NSW)

3.13 National Register of Resources

This is being developed

Action: Malcolm (NSW)

3.14 Tax Changes [8.2 & 8.3]

Affiliate group members will continue to share experiences about the impact of the introduction of GST, ABNs and other tax matters on AVP local groups

Action: Affiliate Groups

3.15 Insurance 8.4

The possibility of finding a national broker to cover all our public liability and sickness/accident insurance will be investigated

Action: Malcolm (NSW), John (WA)

3.16 Intervisitation of AVP facilitators 8.7

Affiliate group members are asked to report examples of intervisitation in the egroups

Action: Affiliate Groups

3.17 Publicity [8.8]

3.17 Affiliate group members who undertake any publicity activity are asked to inform local group registrars who take calls from the public ASAP about any publicity activity that could affect them

Action: Affiliate Group Members

3.18 Australian AVP experiences

Susi (Vic) will gather AVP Australian Transforming Power stories and recordings of inmates and ex-inmates talking about their experiences with AVP either on tape or in writing. Inspirational stories can be used for promotion and compiled into an Australian transforming power story book

Action: Affiliate Group Members

Support was agreed for:

- AVP workshops in India - contact John (WA)
- HIP training with a conferencing segment - contact Julei (NSW-Sydney)
- Skills for Nonviolence - TAFE course on transforming conflict - contact Katherine S (NSW)
- GAP, the Granville Alternatives Program - contact Lyn (NSW-Sydney)
- Prison program in Cessnock Prison - contact Graeme St (NSW-Newcastle)
- Struggling and new AVP groups eg. Care Bears, network and intergroup intervisitation

Issues which require further discussion:

Issues that have been raised at the 1999 and 2000 National Gatherings and have been identified as needing further discussion because consensus has not been reached or because there was not time include:

- Seeking funding and sponsorship eg. Seeking sponsorship for two people from each affiliate to attend the 2001 and subsequent National Gatherings
- If AVP Australia did have funds - who would hold the funds, the source of the funds, and the purpose of the funds
- Where do “members” of AVP groups who are not facilitators fit in to AVP Australia?
- Where do inmate facilitators fit into AVP Australia?
- Should there be a national register of current facilitators
- Logistic and privacy issues about providing AVP and HIP workshop graduates with new certificates to enable them to seek exemptions for TAFE modules
- Investigation of a possible additional name eg. “Creating peaceful pathways”

The issues of legal status, affiliation and disaffiliation, the structure of AVP Australia and the objectives and power of AVP Australia are being investigated by a working party

III RATIFIED AVP AUSTRALIA DECISIONS

The following decisions have been recommended by the 1999 National Gathering, ratified by affiliate groups and ratified by the 2000 National Gathering.

1 AVP AUSTRALIA FUNCTION

- 1.1 Current positions - remain in force unless/until changed eg. the newsletter editor
- 1.2 Intervisitation of facilitators is encouraged
- 1.3 Funding - an in-principle agreement that funding would be a function of AVP Australia
- 1.4 Management and resource register - there will be a centrally held national list of AVP resources in Australia and some stocks of resources will be held. This position will initially be held by Malcolm (NSW) and could be rotated between states
- 1.5 Selling of manuals - Each affiliate has the option to sell copies of the US manuals on request at equivalent prices to the US prices. However the manuals will not be marketed or promoted. Locally gathered additional material cannot be sold because of copyright restrictions.
- 1.6 International contact - John (WA) will be the contact for the International AVP directory and will organise the entry in the International AVP Web page directory. **Agreed**

2 STRUCTURE / FRAMEWORK

- 2.1 The membership/ownership of AVP Australia are the affiliates of AVP Australia. Affiliates currently equate to states. Currently there are six states
- 2.2 The National Gathering meets normally once a year
- 2.3 Definition of what constitutes AVP-Australia - it is AVP groups, HIP and other officially recognised derivative programs
- 2.4 Care Bears will:
 - be like a Council of Elders
 - have a representative from each affiliate
 - be in regular contact
 - encourage and support the AVP community
 - be chosen by the AVP consensus decision-making model
 - have an awareness of and advise on AVP core values

A care bear does not make decisions but provides help, facilitation, guidance, support and care
- 2.5 Decision-making:
 - The ultimate decision-making bodies are the affiliates
 - Decisions between National Gatherings - if all affiliates agree via consensus to a proposal it is accepted. This process will be facilitated by the Care Bears

3 COMMUNICATION

- 3.1 Newsletter - the newsletter will continue regardless of what happens with electronic communication
- 3.2 Electronic communication - national egroups will be available to all AVP facilitators in Australia AVP-AU (a circulation group), AVP-AUL (a discussion group) and AVP-News (a public news group)
- 3.3 Affiliates will decide how information disseminated electronically is to be disseminated amongst its members who don't have Internet access

- 3.4 Clearinghouse - it was not necessary at this time to have a clearinghouse as electronic communication channels and the Care Bears will provide the information dissemination.
- 3.5 Confidentiality - AVP guidelines should be followed and as a general principle use non identifiable information eg. first name only
- 3.6 Care Bears - will check with all AVP facilitators about how they feel the communication channels are working for them and check that no one is disadvantaged by not having Internet access.
- 3.7 The Communication Nuts and Bolts Working Group was established

4 NEXT AND FUTURE NATIONAL GATHERINGS

- 4.1 Permission from the local Aboriginal Council of Elders will be sort for future National Gatherings.

5 NATIONAL IDENTITY

- 5.1 The official documentation name of the organisation is AVP Australia however it could be referred to as AVP-Oz.

IV THE FIRST THREE DAYS:

Session 1 Tuesday 25/4 Evening 5-9 pm:

- | | | |
|--------|----|--|
| 1 | La | Welcome |
| 2 | Gi | Gathering: My name, my AVP group, what inspires me about AVP, what I hope to get from the National Gathering and what I bring to the National Gathering. |
| 3 | Gr | Three Questions Interview |
| 4 | Gi | L&L: I'm Looking for a House
<i>Everyone sits in a circle with one place vacant. The person in the middle asks someone "I'm looking for a house. Can you suggest a place?" Pointing to the empty seat the seated person replies "Yes there is an empty house over there". Then anyone can run and sit in the empty chair or any vacated chair. The last person left standing is "in".</i> |
| dinner | | |
| 5 | Gr | Creating a Safe Space Exercise:
<i>The group was split into 4 small groups and each aspect of the mandala was considered as to how it could help to create a safe space for the rest of The Gathering.</i>
<i>Each group wrote their ideas on butchers paper posters for each mandala aspect. The posters were circulated to each group..</i>
<i>After each group had added ideas to each piece of paper the ideas were read out. Finally it was considered how Transforming Power itself could help to make it a safe environment.</i> |
| 6 | Su | L&L: Red Handed
<i>There were three wooden buttons on a continuous piece of string. Group members stood in a circle each holding the string with both hands and moving the buttons around the circle trying to keep them concealed from the person in the middle.</i> |
| 7 | Gi | The Care Bears:
* the role of the care bears
* selection of the care bears |
| 8 | Ja | Closing: A Guided Meditation. |

The Role of the Care Bears at the National Gathering:

The care role:

- pastoral care
- silent witness
- mediation
- personal needs of the group
- sounding board
- greeting new people
- settling them in
- group agreements
- liaison between people at the gathering
- vibes monitor.

The task master:

- set agendas
- organise who will facilitate
- watch vibes
- watch time
- light and livelies, gatherings and closures
- ensure that decisions are made and recorded
- make sure that we stay on track.

The Care Bears for the National Gathering 2000 were:

- Graham (NSW-Newcastle)
- Giri (WA)
- Susi (Victoria)
- Rohnda (SA)
- Jan P (Qld)
- Charlotte (NSW-ACT).

Session 2 Wednesday 26/4 Morning 9 am - 1pm:

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|---|----|--|
| 1 | Ro | Morning Stretch |
| 2 | Ja | Agenda Review |
| 3 | Ja | Gathering: My name and where I want to go this year with AVP |
| 4 | Gi | Transforming Power Exercise - a new way of presentation |
| 5 | Ja | L&L: Zip Zap Boing |

break

- | | | |
|---|-------|--|
| 6 | Gr | Building Exercise <u>[see Appendix]</u> |
| 7 | Ch | L&L: Pattern Balls |
| 8 | Ch/Ja | Sharing ideas and new ways of presenting |
| 9 | Li | Closing: Making Numbers |
- The group links hands and forms a circle. Then the group takes the shape of a number.*

lunch

Transforming Power Exercise - a new way of presentation: [recorded by Jim (WA) Katherine S (NSW)]

This is a more interactive way of presenting Transforming Power. Small groups of participants were asked to consider each aspect of the mandala. The facilitator explained these as human concepts. The groups reported back about how they felt that their particular aspect of the mandala might help to transform conflict. The facilitator then presented the concept of Transforming Power and constructed a mandala on the floor in the middle of the circle.

The small groups were then given one or more of the 12 Transforming Power guides. After discussing these the groups were asked to say how they felt the guides are relevant to the mandala. The guides were placed on the floor in the centre of the circle radiating out from the mandala after each was presented to the group.

Finally there was general group discussion about Transforming Power and the mandala.

It was noted that this exercise can be presented after the activity "A Conflict I Solved Nonviolently pt.1"

The Transforming Power exercise can then be followed by "A Conflict I Solved Nonviolently pt 2".

Session 3 Wednesday 26/4 Evening 4pm - 9.45pm:

Our World Turned Upside Down - an experimental session presented by Susi (Vic) and Julei (NSW-Sydney-HIP) centred on white race privilege.

- | | | |
|---|-----|---|
| 1 | Su | Agenda Review |
| 2 | Ju | Gathering: My name and something I like about living in Australia |
| 3 | Su | Turning Our World Upside Down - Introduction |
| 4 | Ju | The Twentieth Century Gallery - Sculpture |
| 5 | Su | Jenny's Coat Exercise |
| | J/S | * Its Cut and Style |
| | Su | * How it Fits |
| | Su | * Its Fabric |
| 6 | J | Pair Share - 2 questions |
| 7 | S | Closure. |

dinner

- | | | |
|---|-----|--|
| 8 | S | Where You Live:
Drawing a picture depicting the quality of your relationship to the land |
| 9 | S/J | Evaluation.
Healthy and robust discussion about issues raised by the session especially the feelings experienced by non-white Australians in the group. |

Session 4 Thursday 27/4 Day 9 am to 4 pm:

Workshop on Aboriginal Learning Styles by Tex Skulthorpe and Ann Morrill [written by Laurel (NSW-Katoomba)]

This session was conducted by Tex Skulthorpe, an Aboriginal artist and elder, and Ann Morrill, an English teacher who met at Tranby Aboriginal College and now hold workshops on Aboriginal Culture.

This workshop was attended by 28 people and was a demonstration of how, in traditional societies without reading and writing, knowledge was passed on by means of stories and art.

The workshop participants were invited to meditate individually, on the question: “What does it mean to live a fully functional life?” We were then asked to paint our visions on a great black canvas in bright, dramatic colours. The process was leisurely and unhurried. Each participant was then invited to explain the meaning of his/her contribution to the communal artwork, and in a general debriefing we reflected on the process (which was fun) and the result (a relaxed atmosphere, deep sharing, profound learning about our inner selves, and a magnificent artwork).

In the afternoon, Tex showed two of his own paintings, each illustrated a story in traditional style. He and Ann told the stories, and encouraged us to “walk through” them, feeling the emotions of each character and deriving our own meanings. They stressed that this was the way traditional societies taught religion, the law and knowledge of the self. The stories did not embody morals so much as awareness of possible consequences if the laws of society are broken. Major themes were: the right of people to be individuals while assuming their share of responsibility for their actions towards the tribe, the duty to pass on the laws of the tribe, the need for everyone to learn the whole of the lore (to become multiskilled!), the need to not waste resources, and survival as the dominant motif.

The workshop gave fascinating insights into Aboriginal traditional life and into the non-time-governed story-picture process. As Ann said, having no time constraints often means that things get done more quickly, and allows things to happen that may not have been thought of at the beginning of the exercise. Proof of the latter was the intense discussion, late in the day, of the motivation behind “helping”, which held many of us long after the expected hour of completion.

V BUSINESS SESSIONS

Session 5 Thursday 27/4 Evening 8 - 10 pm:

- 1 Gathering
- 2 Brainstorm of the Topics for the Business Sessions
- 3 General Announcements
- 4 Closing: Koala Hug

V. 1 GENERAL ANNOUNCEMENTS: [Recorded by Katherine S (NSW)]

1.1 AVP WORKSHOPS IN INDIA 2000:

AVP facilitators are invited to join facilitating teams in India between October and December 2000. Contact John (WA) for more details.

1.2 HIP TRAINING WITH A CONFERENCING SEGMENT:

The Gathering supported Julei's (NSW-Sydney-HIP) trial of the use of "Behaviour change", from the first segment of the Conferencing workshop, in the early part of the HIP facilitator training in WA in August.

1.3 AVP AUSTRALIA NEWSLETTER:

There is a continuing need for copy to fill the newsletter's four issues per year – March, June, September and December. Currently 60 copies are distributed plus the egroup distribution.

1.4 TAFE COURSE:

Katherine S (NSW-Sydney) has written a two module course on transforming conflict based on AVP methodology and some AVP content. The two modules may be called "Skills for Nonviolence" and "Facilitating Nonviolence". It is planned to include these modules in such TAFE courses as CGE (Certificate of General Education for Year 10 students), the Graduate Certificate of Communication and the Prison Officers Training Certificates.

A course called "Strategies for Nonviolence" will combine both modules. The modules and course will soon be available throughout TAFE NSW. TAFE in other states may also provide these. If they don't, AVP groups in other states may wish to ask their state TAFE to provide the modules and courses.

Exemption for the first module will be available for graduates of AVP and HIP basic workshops and exemption for the second module will be available for graduates of AVP and HIP T4F workshops. Exemptions for the first module will also be available for the graduates of the Granville Alternatives Program (GAP), Lyn's (NSW-Sydney-HIP) new program based in Western Sydney. AVP facilitators with TAFE teaching qualifications are eligible to teach this TAFE course.

1.5 GAP, THE GRANVILLE ALTERNATIVES PROGRAM:

This is Lyn's (NSW-Sydney HIP) new program based on HIP, mentoring and community service that is available in the Granville District of Western Sydney. One day per week the high school students have a session on HIP, a literacy and numeracy skills session, a creative arts project session, a community service project and time with a mentor. The course is taught outside schools and involves HIP teachers and staff from local youth centres. GAP graduates join HIP facilitation teams presenting HIP workshops in high schools. The GAP program provides pre-training for students who wish to attend TAFE.

1.6 CESSNOCK PRISON:

Kairos is a prison program where a chaplain is appointed to a prison and conducts workshops and activities to support prisoners and build community. A Kairos chaplain has been appointed to the Cessnock Prison and given a floor in one of the prison wings. The wing has 80 prisoners. AVP Newcastle has been invited to run monthly weekend AVP workshops in the Kairos Project Area. The first workshop is scheduled for the weekend of the 17th – 19th May. Facilitators who would like to join facilitation teams can contact Graeme St. (NSW-Newcastle).

1.7 THE PEACE FORCE:

The United Nations Association is planning visits to third world countries as part of the Decade of Culture and Peace activities. AVP facilitators with conflict transformation training could be included in these visits. For further information contact Valerie (NSW-Sydney).

Session 6 Friday 28/4 Morning 9 am - 1.15 pm: **Planning the business agenda**

- | | | |
|-------|-------|--|
| 1 | Ch | Morning stretch |
| 2 | Su | Gathering: My name, what I really like about the National Gathering |
| 3 | Ch | New Ideas Brainstorm |
| 4 | Gr | Review of list of potential topics
<i>Cross off what has already been done</i>
<i>Identify announcements</i>
<i>Add extra topics</i> |
| 5 | Ja | Working Out the Agenda
<i>Small groups identify 'what is important to me'</i>
<i>Combine into general topic groupings</i>
<i>Prioritise</i>
<i>Allocate time for each grouping</i>
<i>4 groups combine into 2 groups</i>
<i>Combine topic groupings, priorities and timing</i>
<i>2 groups combine into 1 group</i>
<i>Combine topic groupings, priorities and timing.</i> |
| Break | | |
| 6 | J | L&L: Hum
<i>Everyone selects a note to hum and hold the note and fades softly after a while</i> |
| 7 | Su/Ju | Stories about coming to an awareness individually and independently and synchronistically that AVP is a unique culture with an integrity that cannot be diminished and that any attempt to modify it for the sake of its acceptability to other |

cultures should not be considered.

8 J Discussion: How AVP sits with Aboriginal cultures.

9 J L&L: Waking in the Jungle

Everyone standing in a circle and selects a jungle animal. Quietly everyone makes the animal sound. The sounds increase in volume as the jungle awakes.

10 Ju HIP questions and answers.

Business Session Topics: [Group Decision]

State Reports:

- Discussion
- Strugglers
- India
- HIP practice

Workshop Practices:

- Structures
- Team selection

AVP Australia/National Gathering:

- National Gathering follow ups
- AVP name
- Care Bears
- International Representation
- International Report
- Funding for David C

Communication

- Egroups
- Newsletter

Business and resources:

- Insurance
- Manuals
- Publicity
- Funding
- Tax and stats
- GST

Sunday left overs and actions.

V. 2 DISCUSSION ABOUT HOW AVP SITS WITH ABORIGINAL CULTURES: [Written by Susi (Vic)]

Susi: An account of an aborted all-Koori workshop in a prison and the ongoing personal shame involved as a result.

Initially Julei and Susi began wondering how relevant AVP might be to Aboriginal peoples – how it could be made relevant to them. Following their individual experiences of Tex Skulthorpe's workshop, both Julei and Susi independently came to realise that worrying about cross-cultural issues and AVP was a non-issue.

Tex had shown us how vital it is for us to “know our own culture”. Reflection on what our culture is led both Susi and Julei to recognise that AVP is their culture. AVP is a product, the integrity of which is what we offer and we should not water it down.

So, although there may be practical things which will need to be done to make AVP more intelligible to the participants of each individual group (eg. translators, language) essentially the adaptations should (and do) come from the group itself. AVP is already at work in many different cultures – eg. city, country, prison community, HIP. AVP is a product we offer. Only if the culture has asked for AVP can we offer AVP – Only then can the “non-essentials” be changed or adapted - but from within the group, for the group's needs, because it now belongs to the group. We do not need to adapt to suit other cultures. The only way we can address racism is through our own individual selves.

Before working with that group we should try to become more culturally sensitive, getting to know the group before we go in with AVP. We should also recognise that we already have “cross-cultural” skills – eg. white/Quaker/gay – that we bring to AVP.

We heard that David C from the Kooma Nation, who has done a Basic Workshop, has, on several occasions, expressed a wish that AVP was known among his people; also that he would like to attend the International AVP Conference in Oxford in September 2000.

Susi said that David would need to be funded to go to the Conference.

We agreed that we want to be able to offer AVP International the presence of Aboriginal peoples at their Conference and will discuss the ways we may fund this concern later during this Gathering.

Session 7 Friday 28/4 Afternoon 4 - 6 pm

- 1 Gi Gathering: My name, a word that describes my AVP year is....
- 2 Va New Ideas Brainstorm
- 3 Ra State Reports [see Appendix]
Report format 10 minutes for each
Break down of workshops
The highs
The lows
The state of funding
Current challenges
Questions
 The order of reports - WA, Qld, Victoria, SA
- 4 Va L&L: Song "Black Sox"
- 5 Ra Reports continued - ACT, Newcastle, Sydney, Prison
 HIP had been discussed earlier
 India
- 6 Gi Closing: Koala Hug.

Session 8 Friday 28/4 Evening 7.30-9.30 pm:

- 1 Va Gathering: My name, a highlight of the last session for me was
- 2 Ra New ideas
- 3 Gi Struggling Groups and Support for New/Small AVP groups
The group was divided into 3 small groups and given 25 minutes to consider the issues. A spokesperson from each group reported back. This generated robust discussion and the ideas listed below.
- 4 Va Closing: Song "Building Bridges".

V. 3 SUPPORT FOR NEW/STRUGGLING GROUPS [Brainstorm]

3.1 SOME IDEAS FOR STRUGGLING GROUPS:

- Quality of the management committee has flow-ons
- Focus on core business [workshops]
- Lack of support group [solution – find one]
- Where to put focus [solution – get prison/community balance right]
- Facilitators with hidden agendas [solution – training, selection process and courage]
- Selecting facilitators [solution – training, selection process and courage]
- Operate geographically separate groups as separate teams but link for support
- Look out for "us" and "them" between states and groups
- Beware of navel gazing
- Have an established registrar
- Focus on community workshops which leads to a strong community base
- Regard a struggling group as a "new" group and provide external assistance (facilitators, funding and publicity)
- Maximise effectiveness by focusing on larger potential market (a bigger population base).

2 GET AVP NATIONAL SOLID

- Patron and spokesperson
- AVP email
- Care Bears
- Communication
- Maximise opportunities for visits
- National publicity, letterhead, etc
- National united approach to big dollars
- Paid administrator
- Training programs (especially for facilitators not active with workshops)
- Invite newly trained facilitators to work in established programs
- Interstate help – visits
- Information about availability and need for facilitators
- Face conflicts between facilitators
- Be prepared to be patient – wait for the right time, people and formats to emerge.

3.3 SUPPORTING NEW GROUPS

- Bring trainees into existing groups
- As well as sending experienced teams in
- CAREFUL selection of facilitators at the beginning (don't be tempted to accept anyone)
- HIP – don't attempt to start until the necessary experience and expertise is available
- Be prepared to be patient and wait for the right time, people and formats to emerge.

Session 9 Saturday 29/4 Morning 9 am - 1 pm:

- | | | |
|---|----|--|
| 1 | Gi | Morning stretch |
| 2 | Ra | Gathering: My name, something that came to me overnight |
| 3 | Ra | New ideas |
| 4 | Va | Workshop Practices |
| | | <i>Each of 5 small groups discussed one of the following topics for 15 mins. The recording back to the larger group was recorded on butcher's paper.</i> |
| | | * Flexibility of workshop structure |
| | | * Participant numbers, what is the minimum? |
| | | * Team selection |
| | | * Confidentiality of participant lists for prisons and schools etc. |
| | | * Employed HIP facilitators |
| 5 | | Closing. |

V. 4 WORKSHOP PRACTICES [Small group discussion]

4.1 FLEXIBILITY OF WORKSHOP STRUCTURE

Is there a “God-given” workshop structure?

- The structure is not AVP, it is only a tool
- There are good reasons for and against change/flexibility (including respect/care for self and others)
- Is the long “intensive” a necessary part of the process? (some experience to the contrary)
- There are already examples of variations on the theme (sometimes by necessity)
- Flexible structures provide more opportunities for small AVP groups
- Can only try variations - and share the experiences.

4.2 MINIMUM NUMBER OF PARTICIPANTS

- Successful workshops have been run with 5 participants, however small workshops can be more difficult
- The facilitators need to be comfortable with whatever the number
- Run with the number who turn up, if you get that far
- In small groups, can't rely so much on the group dynamics and facilitators need to be more alert.

4.3 TEAM SELECTION

- A process of development not exclusion
- Aim for a mixture of experience and levels of being carried ie.1/ able to carry others, 2/ independent/ able to look after themselves and 3/ need to be carried/supported
- However sometimes there is no choice
- Team formation practices vary
- However **team building** and **debriefing** are always important.

4.4 CONFIDENTIALITY OF PARTICIPANT LISTS FOR PRISONS AND SCHOOLS etc

Issue: Access to lists of participants could potentially be required to arrange exemptions for TAFE courses

- Access to record keeping is assumed
- Access to this only at the request of the individual
- The individual can use the certificates to arrange exemptions
- The issue is not yet resolved.

4.5 HIP FACILITATORS WHO ARE EMPLOYED

- Payment of HIP facilitators is accepted practice
- Payment of AVP facilitators is a different issue.

Session 10 Saturday 29/4 Morning 11 am -1 pm:

- 1 Gathering: My name, I need connectedness because... and I feel connected because ...
- 2 Messages from others – Tasmania and Lou
- 3 Ratification of Agreements
- 4 Working Party Reports
- 5 Form that AVP Australia will take
- 6 Closing: Group Hug.

V.5 1999 AVP AUSTRALIA NATIONAL GATHERING

5.1 RATIFICATION OF DECISIONS

Affiliate groups were asked to consider and ratify the recommendations made at the 1999 National Gathering and return their responses on or before the next National Gathering. The 2000 National Gathering decisions are highlighted in italics.

5.1.1 FUNCTION

- 5.1.1.1 Current positions - remain in force unless/until changed eg. the newsletter editor. **Agreed**
- 5.1.1.2 National register of current facilitators. **Further discussion is needed**
- 5.1.1.3 Intervisitation of facilitators - is encouraged and a working group established. **Agreed**
- 5.1.1.4 Funding - There was an in-principle agreement that funding would be a function of AVP Australia. A working group was established to consider such issues as: who would hold the funds, the source of the funds and the purpose of the funds. **Agreed**
- 5.1.1.5 Management and resource register - there will be a centrally held national list of AVP resources in Australia and some stocks of resources will be held. This position will initially be held by Malcolm (NSW) and could be rotated between states. **Agreed**
- 5.1.1.6 Selling of manuals - Each affiliate has the option to sell copies of the US manuals on request at equivalent prices to the US prices. However the manuals will not be marketed or promoted. Locally gathered additional material cannot be sold because of copyright restrictions. The copyright conditions of the HIP manual will be investigated. **Agreed**
- 5.1.1.7 Manual additions - a working group was established. **Agreed**
- 5.1.1.8 International contact - John (WA) will be the contact for the International AVP directory and will organise the entry in the International AVP Web page directory. **Agreed**

5.1.2 STRUCTURE / FRAMEWORK

5.1.2.1 The membership/ownership of AVP Australia are the affiliates of AVP Australia. Affiliates currently equate to states. Currently there are six states **Further discussion is needed**

5.1.2.2 Objectives:

- facilitate co-operation between AVP Australia and the affiliates
- to protect the name, core principles, key materials & spirit of AVP **Further discussion is needed**

5.1.2.3 Powers:

- affiliation and disaffiliation of AVP groups
- represent AVP at national level eg. seek funds at national level **Further discussion needed**

5.1.2.4 The National Gathering meets normally once a year **Agreed**

5.1.2.5 Registration and incorporation - there is not enough legal information to proceed and so a working party was established **Further discussion is needed**

5.1.2.6 Definition of what constitutes AVP-Australia - it is AVP groups, HIP and other officially recognised derivative programs **Agreed**

5.1.2.7 Care Bears will:

- be like a Council of Elders
- have a representative from each affiliate
- be in regular contact
- encourage and support the AVP community
- be chosen by the AVP consensus decision-making model
- have an awareness of and advise on AVP core values

A care bear does not make decisions but provides help, facilitation, guidance, support & care
Caretaker Care Bears volunteered from each state **Agreed**

5.1.2.8 Decision-making:

- The ultimate decision-making bodies are the affiliates
- Decisions between National Gatherings - if all affiliates agree via consensus to a proposal it is accepted. This process will be facilitated by the Care Bears
- Affiliation and disaffiliation - more work needs to be done on what would happen if a problem developed and there is a need to disaffiliate a group.

Further discussion is needed

5.1.3 COMMUNICATION

5.1.3.1 Newsletter - the newsletter will continue regardless of what happens with electronic communication **Agreed**

5.1.3.2 Electronic communication - national egroups will be available to all AVP facilitators in Australia AVP-A (a circulation group), AVP-AUL (a discussion group) and AVP-News (a public news group) **Agreed**

5.1.3.3 Affiliates will decide how information disseminated electronically is to be disseminated

amongst its members who don't have Internet access **Agreed**

5.1.3.4 Clearinghouse - it was not necessary at this time to have a clearinghouse as electronic communication channels and the Care Bears will provide the information dissemination **Agreed**

5.1.3.5 Confidentiality - AVP guidelines should be followed and as a general principle use non identifiable information eg. first name only **Agreed**

5.1.3.6 Care Bears - will check with all AVP facilitators about how they feel the communication channels are working for them and check that no one is disadvantaged by not having Internet access **Agreed**

5.1.3.7 The Communication Nuts and Bolts Working Group was established. **Agreed**

5.1.4 FACILITATOR TRAINING

A working group was established. **Agreed**

5.1.5 FUNDING, SPONSORSHIP AND PROMOTION

A working group was established. **Agreed**

5.1.6 NEXT AND FUTURE NATIONAL GATHERINGS

5.6.1 Seek permission from the local Aboriginal Council of Elders for future National Gatherings **Agreed**

5.6.2 The 2000 National Gathering will be held from 27 April to 3 May 2000 at the Grange, Mt. Victoria **Agreed**

5.6.3 Sponsorship will be sought for two people from each affiliate to attend the 2000 National Gathering. Further sponsorship could also be sought for disadvantaged groups and for workshop facilitators. **Agreed**

5.1.7 NATIONAL IDENTITY:

The official documentation name of the organisation is AVP Australia however it could be referred to as AVP-Oz. **Agreed**

5.2 WORKING PARTY REPORTS [Minutes by Katherine S (NSW)]

Seven working groups were established to examine how policies could be put into practice and bring recommendations back to the 2000 National Gathering. These were open working groups and all facilitators in Australia were invited to join these by contacting the group's co-ordinator.

5.2.1 LEGAL STATUS or REGISTRATION AND INCORPORATION

A proposed AVP Australia structure was sent to all affiliates by John (WA) on behalf of the AVP-WA Management Committee. The proposal will be discussed at this National Gathering. The 1999 Working Party members were - John (WA) provisional Co-ordinator, Margaret (Qld), and Malcolm (NSW-Sydney) with an invitation to David (Tas) and Ray (Vic).

5.2.2 FUNDING

The proposed working group to look at such issues as who would hold the funds, sources of funds and the purpose of funds was not formed. Co-ordinator Giri (WA).

5.2.3 NATIONAL FUNDING AND PUBLICITY FOR AVP AUSTRALIA

Sponsorship funding was sort for facilitators from each affiliate group to attend the 2000 National Gathering. 1999 Working Party members were - Charlotte (NSW-ACT) Co-ordinator, Susi (Vic), Scott (NSW-Newcastle), James (Vic), Graeme (NSW-Newcastle). Charlotte tried many funding sources. She gained funding for two ACT places at the 2000 National Gathering.

5.2.4 TRAINING

1999 Working Party members were - Julei (NSW-Sydney), Susi (Vic) and Jacqui (Vic). No action.

5.2.5 INTERVISITATION OF FACILITATORS

Susi (Vic) Co-ordinator. There have been a number of intervisitation of facilitations. No action was needed from the Working Party.

5.2.6 COMMUNICATION - NUTS AND BOLTS

1999 Working Party members were - Julei (NSW-Sydney), John (WA), Jacqui (Vic), Terry (Qld), Katherine S (NSW-Sydney) and Malcolm (NSW-Sydney) Co-ordinators
4 of the 5 egroups were established.

- AVP International gave us a web page, and added the AVP-WA web page
- John's newsletter – distributed by mail and electronically
- AVP around the world has the latest addresses of AVP groups
- AVP-WA web page includes workshop dates and flier information
- Egroup questionnaire sent out – favourable response
- Updates sent to some people without email including Willie & David (TAS) & Jacqui (Vic).

5.2.7 MANUAL ADDITIONS

Katherine S (NSW-Sydney) 1999 Co-ordinator. No action.

5.3 AVP ACTION ITEMS FROM THE 1999 NATIONAL GATHERING [Minutes Katherine S (NSW)]

5.3.A Ratification

State groups were asked to discuss and ratify the decisions recommended by the 1999 National Gathering and return their responses on or before the 2000 National Gathering. **Completed**

5.3.B Working groups

Seven working groups were established to examine how policies can be put into practice and bring recommendations back to the next National Gathering. These were open working groups and all facilitators in Australia were invited to join these groups by contacting the group's co-ordinator. **Reviewed** [See previous report of the Working Party activity]

5.3.C Working group issues

- Should there be one or two working groups looking at funding? The first one seems to look at funding issues and the second how to raise money and sponsorship. **Further discussion is needed**
- The issue of the national register of current facilitators was not resolved. Do we need a working group to examine this issue? This issue was proposed by John (WA). **Further discussion is needed**
- Several issues were set aside to discuss at the 2000 National Gathering some because consensus was not reached or because there was not time. Should these issues be covered by existing working groups or should new working groups be established?
 - affiliation and disaffiliation
 - the objectives and power of AVP Australia
 - insurance
 - where do "members" of AVP groups who are not facilitators fit in to AVP Australia?
 - where do inmate facilitators fit into AVP Australia? **Further discussion is needed**

5.3 D Other Proposed Activities

- Write and send a letter to all inmate facilitators around Australia expressing appreciation for all the work that they do. **Completed**
- International contact - organise the AVP Australia entries for the International AVP directory and the International AVP Web page directory **Completed**
- *National register of resources - develop with a small stock of resources* **In progress**
- *Selling of manuals - establish the current US price for manuals and recommend an Australian price. Check the copyright of the HIP manuals to see if they can also be sold* **In progress - Malcolm (NSW-Sydney)**
- Possible ways of facilitating telephone communication between facilitators from different groups will be investigated eg. rotating mobiles and rotating SIM cards, using Optus' free 20 minute calls between 8.30 to midnight **Action no longer relevant**

- Articles for the newsletter - AVP Australia is lucky to have a national newsletter and we all need to send articles about our local group activities. Please send completed articles between half to one A4 page in length rather than news items for the editor to write **Ongoing**
- *Each affiliate will organise the distribution of the newsletter to all AVP facilitators and the information disseminated amongst its members who don't have Internet* **Ongoing**
- *Newsletters - lodge with the National Library* **Action carried forward**
- Egroups - establish to facilitate inter group communication **Completed**
- *AVP Australia home page -develop with pages for each affiliate group* **Action carried forward: Terry (Qld), Ian (WA), Malcolm (NSW-Sydney)**
- *Funding submissions - Graeme has offered to read over any draft submissions.* **Ongoing**
Contact Graeme S (NSW-Newcastle)
- *Australian AVP experiences - gather AVP Australian Transforming Power stories and recordings of inmates and ex-inmates talking about their experiences with AVP either on tape or in writing. Inspirational stories can be used for promotion and compiled into an Australian transforming power story book* **Carried forward, Send to Susi (Vic)**

5.3.E Caretaker Care Bears

The caretaker Care Bears are **Margaret (Qld), Charlotte (NSW), Susi (Vic) and Girija (WA):**

- discuss the National Gathering recommendations with their state groups **Completed**
- *organise contact with AVP (Tas) and AVP (SA) and give them information about: who the Care Bears are, what the role is and ask them to nominate a Care Bear to represent their state.* **SA completed, Tasmania in progress, Care Bears**

Each affiliate needs to appoint a Care Bear to represent the state. **Completed**

5.3.F Care Bears:

- distribute a list of the 1999 Care Bears with contact details to all state groups for distribution to all AVP facilitators in Australia **Completed**
- *check with all AVPers about how they feel the communication channels are working for them and be proactive about getting feedback from those who have expressed concern about technology, equity etc* **Ongoing, Care Bears**

5.3.G National Gatherings: [6]

Affiliate groups are requested to give feedback about the suitability of the dates of 27 April 2000 to 3 May and location of The Grange, Mt Victoria to Malcolm (NSW) by July. **Completed**

Affiliate groups are also requested to consider hosting the 2001 National Gathering **Action carried forward, Care Bears**

Request permission from the local Blue Mountains Aboriginal Council of Elders to hold the 2000 National Gathering in Mt Victoria. **Completed**

VI. 6 AVP AUSTRALIA PARTNERSHIP PROPOSAL: [Small group discussion]

The following proposal was submitted by John (WA). This proposal was distributed to affiliate groups for discussion prior to the 2000 National Gathering. Those present were divided into small groups to review the proposal. Each group presented their suggestions. The suggestions from the small groups are added to the text of the proposal in italics.

Affiliate groups are asked to review these suggestions and make recommendations either at or before the 2001 National Gathering.

Proposal for a Draft AVP-Australia Partnership Agreement from AVP-WA

6.1 Preamble:

It has been generally agreed by members of the various AVP bodies meeting at National Gatherings and elsewhere, that we should form a national association to formalise and expedite co-operation between the various AVP bodies and to represent AVP at the national and international level. It has been suggested that this body be called AVP-Australia and that it be formed either by a partnership agreement between the existing legal AVP bodies or by writing a constitution for a federal body and having it incorporated in the ACT or elsewhere.

At National Gathering 1999 a committee was appointed to report back on the formation of AVP-Australia but no progress has been made. AVP-WA has now agreed to present the following draft partnership agreement to the other AVP bodies and to the National Gathering 2000.

AVP-WA favours a partnership as being much more straightforward and flexible than the alternative of writing a federal constitution and having yet another AVP body incorporated as a non-profit association. The following draft has been agreed by the AVP-WA Management at its meeting of March 16, for submission to the other AVP associations in Australia and for discussion at National Gathering.

John H. Taplin

Hon Secretary AVP-WA -17-3-00
Draft Partnership Agreement

between AVP(NSW) (Inc), AVP-Queensland (Inc), AVP South Australia (Inc), AVP-Tasmania (Inc), AVP-Victoria (Inc) and AVP-Western Australia (Inc) to form the Alternatives to Violence Project Australia (AVP-Australia)

6.2 Purposes:

The said associations agree to form a partnership called "AVP-Australia" (this name to be a registered business name if possible) for the purposes of:

6.2.1 Co-operating for the benefit of the Alternatives to Violence Project

Change "co-operating for" to "facilitating co-operation"

6.2.2 Protecting the intellectual property of AVP in Australia by copyright or by other means

6.2.3 Representing AVP in Australia at the national and international levels

New no. 4 Undertaking other roles as agreed to by the partners

6.3 Expulsion of a partner:

A partner can be expelled by the agreement of all other partners. Partners can be expelled for departing from the philosophy and practice of AVP or for departing from decisions of AVP-Australia.

- *Additional sentence – This should only be done after much discussion and negotiation*
- *Not expulsion because the group expels itself. The definition of affiliation is part of each partner's own statement of objectives and purposes. Rather "a partner is no longer eligible for membership if it fails to meet these requirements". If we need such a statement at all*
- *Who makes this assessment and how?*
- *Perhaps a role for Care Bears before this stage is reached*
- *An exchange of facilitators could be an important part of the rebalancing process*
- *Need new wording "bringing AVP into disrepute" – "if going on a different path"*
- *The AVP process can help here*
- *Queries on the wording should reflect our alternative decision making process*
- *Can it hold our potential?*
- *We don't want to ENFORCE anything. We can't stop groups anyway*
- *"Membership is open to groups who follow the philosophy and practice of AVP"*

6.4 Admittance of new partners:

New AVP groups can be admitted by agreement of the existing partners provided they agree to be bound by the same conditions.

- *New groups can be admitted by agreement of the existing partners*

6.5 Decisions:

Each of the partners agrees to be bound by decisions arrived at by consensus of all partners. Decisions made at a National Gathering of the various partners need to be ratified by each of the partners before becoming a decision of AVP-Australia.

6.6 AVP Philosophy and Practice:

Each of the partners agrees to abide by the philosophy and practice of AVP as given in the AVP Manual. We further agree to work in accordance with the criteria to join AVP-International as given in the minutes of the AVP-International Meeting in Houston Texas 1998.

- *Put the full criteria in*
- *Instead of “as given in the AVP manual” have “based on the AVP manual”*

6.7 Powers:

- *Should “powers” be “roles”?*

6.7.1 To take action in support of the purposes given above

6.7.2 To appoint office bearers as need arises, for example a national convenor, a treasurer, an editor, etc.

6.7.3 To raise money and spend it for the purposes of AVP-Australia

6.7.4 To delegate its powers to persons or committees to annual review

DISCUSSION

- *The incorporations ARE the safety net.*
- *How to discover what AVP can do?*
- *One state can be the legal entity.*
- *We hope we can move towards a statement to reflect a national body.*
- *In having a national body we may have to give up some freedom.*
- *What do we want AVP Australia to actually do?*

Session 11 Saturday 29/4 Evening 7 - 10 pm:

Suzi and Charlotte

- 1 Gathering: The Pop Song
Everyone stands in a circle and each in turn sings a few lines of the first song that pops into their head. The group joins in when appropriate
- 2 Discussion:

- * Care Bears
- * The AVP name
- * AVP action items from the 1999 National Gathering
- * International Conference – funding and accreditation of attendees
- * Report to the International Conference
- * Newsletter
- * Egroups
- * Letter to facilitators
- * National Gathering 2001

3 Closing.

VI. 7 AVP AUSTRALIA ISSUES [Brainstorm]

7.1 CARE BEARS

- ***The states will confirm their Care Bear appointee for the purposes of the National Gathering***
- ***It helps the role of the Care Bears if they can attend the National Gathering. If they cannot attend the state group could appoint a deputy***
- Roles of the National Gathering Care Bears and State Care Bears are quite separate although the positions may be held by the same person
- Care Bears are not necessarily responsible to do the work only for ensuring that the work gets done
- The role of the Care Bear is one of oversight in a nonsupervisory (no power over) way
- A nerve node. They are fall back persons and there if we need them.

7.2 AVP NAME

- “Creating peaceful pathways” as a possible additional name
- Our existing usage of the name AVP establishes a common use trademark for the affiliate groups
- AVP is fine in prisons but puts a barrier up in the community
- Focus on strengthening community and fostering peace in newspaper articles
- Conflict Resolution and non-violence in publicity
- Scope to raise media possibilities of AVP responding to or commenting on violence events.

7.3 AVP INTERNATIONAL CONFERENCE 2000

7.3.1 INTERNATIONAL CONFERENCE REPORT

Giri (WA) will coordinate and collate the State's contributions combining:

- An honest distillation of our combined life in AVP OZ
- The geographical distances
- A picture of our AVP struggle in Australia
- Something that reflects the whole and includes the highlights like HIP and India
- We want to be part of AVP International
- Convey diversity of structures and practices
- The documents from this gathering will provide basis for international conference report

7.3.2 ACCREDITATION TO THE INTERNATIONAL CONFERENCE

Affiliate groups will be asked to approve an AVP Australia application for membership of AVP International. John (WA) will find out more and draft a letter from us to consider and take to our state groups. If they have problems contact John (WA) by end of June. At this time John will apply to the International Gathering.

State groups are asked to notify John who will attend The September 2000 Conference so that they can be recognised as official representatives from AVP Australia.

7.3.3 FUNDING TO THE INTERNATIONAL CONFERENCE

- This is a unique international conference with a cross cultural perspective
- *Susannah (Vic) and Ray (Vic) are willing to seek funding for David C specifically for the International Conference*
- Numbers may be limited and restricted to facilitators
- *Individual state groups are encouraged to seek funding.* Also there is the possibility of a later gathering in NZ.

7.4 NEWSLETTER

- *John (WA) is reappointed as editor*
- *John doesn't get many contributions – would like something from each state for each edition*
- *Next deadline is early June.*

7.5 EGROUPS

- "It's great. I love it"
- *AVP AU is regarded as the official channel to be used for dissemination for others and for broadcasts and AUL is for discussion*
- *Summary of minutes - affiliate groups can send to Katherine S (NSW) for distribution through AU or send out on AUL themselves*
- *Buddy system to pass on messages to affiliate group members who do not have email*
- *AVP-NEWS will be a new egroup to distribute information to "Friends of AVP". This will be a moderated "newsletter" for people interested in AVP in Australia and/or interested in attending workshops in Australia.*

7.6 LETTER TO OTHER FACILITATORS

- *Jim volunteered to write the 2000 Conference letter*
- *It is recommended that the letter be started at the beginning of future national gatherings to facilitate the gathering of signatures.*

7.7 NATIONAL GATHERING 2001

- Offer from WA to host National Gathering but are not pushing for it
- Queensland AVP are discussing the possibility of hosting it
- NSW has also tentatively offered
- What time for National Gathering 2001- will have to be in school holidays to have Graeme St (NSW - Newcastle) and Barker College
- *Qld is the favoured venue, Jan will inform NSW ASAP, with The Grange as a reserve venue*

- NSW holidays are 13-29 April with Anzac Day on the Wednesday
- ***Katherine S (NSW) and Malcolm (NSW) to negotiate with Queensland about the 2001 Conference location.***

Session 12 Sunday Morning 09.00 – 11.30 am:

- | | | |
|----|----|---|
| 1 | Ga | Sound and Movement |
| 2 | Jo | Agenda Review |
| 3 | Ro | Gathering - My name, Something I'll take away from the National Gathering is..... |
| 4 | Ro | New Ideas Brainstorm |
| 5 | Gr | What to do with the painting
It was decided to give it to Samantha and Parity in loving appreciation of their generosity |
| 6 | Ro | Publicity Brainstorm |
| 7 | Jo | Fundraising Brainstorm |
| 8 | Gr | This and That
Manual Printing
GST
Tax and Stats
Insurance
Working Party on supporting Overseas AVP activities
Other Working Parties
Pens |
| 9 | Ro | Unanswered questions |
| 10 | Gr | Feedback about the National Gathering |
| 11 | Ch | Closure: Presentation of affirmation posters, keyrings and the painting to Samantha and Parity and group photographs. |

V. 8 BUSINESS AND RESOURCES [Minutes Valerie (NSW) and Brainstorms]

8.1 MANUALS

NSW has acquired new copies of the 4 US AVP manuals, scanned them in and offers them at the following prices: Basic \$7, Advanced \$11, T4F \$5, supplement \$5. An US Organising Kit is also available at \$4. ***Current groups will receive one free. Details will be distributed to all affiliate groups.*** ***Action: Malcolm (NSW-Sydney)***

8.2 GST and ABN

Nonprofit organisations with a turnover of less than \$100,000 are not required to register for GST. However these groups do require an ABN or Australian Business Number to be eligible for deductible gift recipient status. Government and corporate groups must withhold half of any fees or payments to groups without ABNs, and these groups are not eligible for grants or sponsorship.

We recommend that AVP groups apply for an ABN but do not register for GST. Both applications are included on the same form from the Australian Tax Office. If in doubt consult Malcolm (NSW), Graeme St (NSW-Newcastle) or John (WA). ***Affiliate groups will continue to share experiences about the impact of the introduction of the GSTs, ABNs and other tax matters Action: Affiliates***

8.3 TAX and STATISTICS

Nonprofit groups have to be able to demonstrate that most or all of their activities are “benevolent” to become eligible for “tax deductibility” status.

Prison workshops for inmates and HIP workshops for children at risk are benevolent activities. Community workshops may be benevolent if the majority of participants are there for “benevolent” reasons. Trainee AVP facilitators, participants interested in becoming prison/HIP facilitators and those referred or attending for significant problems such as anger management qualify as benevolent participants, while professional and personal development participants who will use the skills outside of AVP are classed as non benevolent.

If non benevolent activities are more than incidental then benevolent and non benevolent activities need to be accounted for separately and a benevolent fund maintained to ensure that deductible gifts are applied only to benevolent activities.

Collecting workshop statistics on this basis will be helpful in demonstrating benevolent status.

8.4 INSURANCE

Possibility of finding a national broker to cover all our public liability and sickness/accident insurance. We ask what is Tasmania doing? Aradlay Insurance (based in Melbourne) may be worth exploring, as they give cheaper rates to community groups – enquire from Malcolm (NSW). John (WA) will also enquire. ***Action: Malcolm (NSW), John (WA)***

8.5 OVERSEAS ACTIVITIES WORKING PARTY

We ask Valerie (NSW-Sydney), Ray (Vic) and Rowe (NSW-Katoomba) to look at how AVP can support people who are asked to serve in teams overseas. We affirm our continuing support of the work in India being done by Giri (WA) and other AVP facilitators. This Working Party will also include the development of AVP in indigenous communities, migrant and refugee communities and other countries in our region. ***Action: Valerie (NSW), Ray (Vic), Rowe (NSW)***

8.6 CONTINUING WORKING PARTIES

The following working parties will continue to examine how policies could be put into practice and bring recommendations back to the 2001 National Gathering. These are open working parties and all facilitators in Australia are invited to join these by contacting the group co-ordinators.

- Communication - Katherine S (NSW), Ian (WA)
- New exercises - Katherine S (NSW)
- Legal status - John (WA)
- Publicity - Ian (WA), Susannah (Vic), Giri (WA)
- Financial ??

8.7 INTERVISION OF AVP FACILITATORS *will be reported in the egroups*

8.8 PUBLICITY [Brainstorm]

- AVP(News) egroup
- Get mailing lists
- Web pages
- Mailing lists from Dept of Community Services
- Notices in local paper
- Library service to distribute poster to all libraries
- Notice on calendars of events eg. Women's Information Organisation
- Use Giri for article eg. in Good Weekend
- Use HIP publicity stories internationally
- Maximise use of journalists
- Regular column in local papers
- Submit articles
- Stories in Women's Weekly eg. Mere Male column
- Newsletters every month
- News related egroups
- Use decade of Culture of Peace
- Home page links
- Speak to interagencies eg. Council of Churches
- Public speaking
- Scaffold newsletter (interchurch group)
- National articles – sent to as many people as possible
- Video on community TV
- Benefactor to fund
- Media students asked to make videos
- Use work for the dole schemes
- Write story for journalists
- Interchurch networks – in unity with heads of churches
- Media covering of National Gathering.

8.9 NATIONAL PUBLICITY [Brainstorm]:

- Statements to media on current events (on whose behalf?)
- Check media releases with egroup members
- Consider non confrontational content of media releases
- Well constructed articles
- Media contact person
- Long term attempts to get media articles published – keep doing it
- Reinforce interstate contacts in publicity
- National web page
- Australian brochure
- Make the most of existing national networks
- Use the National Gathering reports for articles
- Use Giri eg. for interview with Geraldine Doogue
- We must be able to respond quickly and articulately to media approaches
- Each state needs a media liaison person but we also need to operate as a national team
- ***Local group registrars who take calls from the public need to be informed of media activities ASAP***
Action: Affiliate Group Members

8.10 FUNDRAISING: [Brainstorm]:

- Things people have actually done
- Apply to organisations
- Save the Children Fund (WA)
- Lotteries Commission – for materials only (WA)
- Local Councils (Newcastle and Sydney)
- Mercy Foundation (WA and Vic)
- Quakers
- More successful if directed at a specific project eg. HIP
- Charging big buck for workshops for in-house business or corporate bodies
- Charge block sums for basic workshops for specific groups
- Access federal government programs
- Go for big national awards
- Community link awards (on a state basis)
- Community Aid Aboard and AUSAID
- Circulated submissions
- Finding organisations that will do things for such Plugging into bequeaths
- Australian journal or book on sources of funding –Australian Journal of Philanthropy, title????.

VI CONCLUDING ACTIVITIES

VI.1 UNANSWERED QUESTIONS:

9.1 VIOLENCE / NONVIOLENCE BRAINSTORM

In the Violence / Nonviolence Tree brainstorm activity is it OK to substitute 'Alternatives to violence' for Nonviolence? There was no resolution. This is left to individual facilitating teams.

9.2 CERTIFICATES FOR COMMUNITY WORKSHOPS

Do participants of community workshops get certificates? Many groups do. *Giri (WA) and Susi (Vic) and the Publicity Working Party will design a AVP Australia set of certificates*

Action: Giri (WA), Susannah (Vic)

9.3 MEDIA COMMENT ON BEHALF OF AVP IN AUSTRALIA

Already covered.

9.4 RECORDING OF MINUTES FOR THE 2001 NATIONAL GATHERING

Formal decisions may be minuted formally with pen and paper. Record of the report may continue as a transcription of the Gathering posters. The Care Bears will facilitate this with the state that hosts the Gathering.

9.5 TEAM AGREEMENT WITH EXERCISES

Can experienced facilitators lead an exercise that the other team members agree upon even though they do not know the exercise? There was no resolution and this issue is left to individual facilitating teams.

VI.2 SHARED IDEAS AND WAYS OF PRESENTING

- using different objects for pattern ball eg. coconuts, teddy bear and ball
- link this to the different ways of sending a message
- a gathering - participants say three things about themselves, 2 are true and 1 is false. Everyone has to guess which is the false statement
- in masks exercise have each group construct a tower out of newspaper and masking tape
- having no ground rules in a HIP workshop. Participants are invited to tell the group if they feel uncomfortable. This becomes an opportunity for learning (there was much discussion about this)
- writing a “love letter” after “triggers”. Write letters about anger, sadness, sorrow, fear and love, and then discard
- choices! Choices! Look at the roots and fruits of violence and seek out the basic human emotions, then seek the appropriate actions by referring back to the mandala and the Transforming Power guides(Giri)
- For short term inmates introduce Triggers Exercise early
- Refer to the triggers 3 or 4 times throughout the workshops perhaps use as a scenario for I messages, maybe even for role plays or hassle lines
- Garbage bin – list all the negative messages heard as a child and discard in the bin
- Power grab – similar exercise, keep the paper but put power in the bin
- Debriefing question hold the power What would you do with it
- Hassle lines – change partners after one scenario only
- Hassle lines – very brief snappy scenarios use “you” response then “I” messages later
- Debriefing question for Hassle lines – Where was power when it began, where was it when it ended?
- For lunch dried fruit, nuts, tomatoes, bread, etc are supplied and prepared cooperatively by the group.
- Doesn’t cost much but a good community building exercise...\$10 covers both meals.
- After jelly bean consensus Giri does a picture consensus exercise using a picture in a plastic envelope. Giri will write these exercises up for us.
- Pocket size transforming power guides – can buy serrated sheets and pretty cards from newsagents
- Cards with international contact details
- Make an AVP bookmark
- Use an Affirmation book or affirmation envelope or affirmation poster in workshops
- Encourage participants to use I messages on the affirmation posters
- T-shirts for \$15 in Australian cotton and primary colours printed with whatever AVP Oz wants can be obtained from Lou (Vic)
- Formally present certificates and affirmation posters etc. in a graduating ceremony in basic workshops
- Stack certificates and affirmation posters etc. and pass around the whole group in an advanced workshop

VI.3 EVALUATION

Smiley:

- Care Bears
- Venue
- Food
- Walks
- Double bed
- Heaters/fires
- Good to have 5 days to give time to connect and do everything
- New exercises
- Having a whole session on exercises
- Good format to have the workshop before the business sessions
- Got the agenda in the right order
- Liked having the connections first
- Having a washing machine and dryer
- Celebration of the birth of AVP-Oz

Frowns:

- Shorter National Gathering time overall – 5 days too long

Good ideas:

- Have more preparation done beforehand eg. copies of background information circulated in advance
- Eg. circulate on the egroups
- Circulate topic suggestions in advance and also add new topics during the Gathering
- Include suggested topic lists in the Gathering Papers in Advance as time is critical
- The walks could be longer
- Business discussions can occur on the walks
- Use the outdoors more for business activities
- Sequence of training and business sessions. Place the “important” sessions during the weekend for those who are employed. Will people come in the weekends for business or training?
- Ensure that the most important business topics are considered first to ensure that these is time to complete them.
- In this venue bring \$40 worth of 20c pieces.